

Southwest Region Occupational Projections 2020-2030

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Occupational projections are produced every two years and are published in July of even numbered years.

Occupations are classified using the Standard Occupational Classification (SOC) system. Major occupation groups are at the two digit SOC level, while detailed occupations are at the three digit level.

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Major Occupation Group Information

Occupation	2020		2030		2020-2030		2020 Wages				Annual Openings			
	Estimated Employment	Projected Employment	Net Change	Percent Change	Entry	Mean	Median	Experienced	Exits	Transfers	Growth	Total		
00-0000 Total, All Occupations	118,132	125,382	7,250	6.1%	\$24,230	\$40,699	\$32,969	\$47,369	5,383	8,258	725	14,366		
11-0000 Management Occupations	6,194	6,612	418	6.8%	\$49,351	\$88,715	\$76,037	\$107,945	200	333	42	575		
13-0000 Business and Financial Operations Occupations	3,536	3,778	242	6.8%	\$39,755	\$60,501	\$56,262	\$76,256	100	218	24	342		
15-0000 Computer and Mathematical Occupations	1,489	1,650	161	10.8%	\$44,140	\$69,009	\$62,339	\$88,842	32	78	16	126		
17-0000 Architecture and Engineering Occupations	867	944	77	8.9%	\$49,255	\$72,289	\$67,751	\$90,478	22	45	8	75		
19-0000 Life, Physical, and Social Science Occupations	383	404	21	5.5%	\$43,623	\$63,202	\$58,375	\$78,223	9	28	2	39		
21-0000 Community and Social Service Occupations	1,629	1,733	104	6.4%	\$32,306	\$40,555	\$38,152	\$46,866	54	109	10	173		
23-0000 Legal Occupations	440	486	46	10.5%	\$33,344	\$66,681	\$49,676	\$82,242	14	21	5	40		
25-0000 Education, Training, and Library Occupations	6,161	6,918	757	12.3%	\$29,613	\$44,031	\$39,441	\$49,807	249	290	76	615		
27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	1,184	1,252	68	5.7%	\$22,779	\$40,983	\$31,287	\$51,726	45	81	7	133		
29-0000 Healthcare Practitioners and Technical Occupations	7,096	7,511	415	5.9%	\$35,649	\$60,456	\$48,372	\$68,677	189	226	42	457		
31-0000 Healthcare Support Occupations	5,672	6,279	607	10.7%	\$21,738	\$26,428	\$24,483	\$28,540	364	357	61	782		
33-0000 Protective Service Occupations	1,412	1,433	21	1.5%	\$27,204	\$39,981	\$36,026	\$48,750	60	86	2	148		
35-0000 Food Preparation and Serving Related Occupations	9,095	10,339	1,244	13.7%	\$19,968	\$24,174	\$21,115	\$25,116	743	979	124	1,846		
37-0000 Building and Grounds Cleaning and Maintenance Occupations	3,752	3,924	172	4.6%	\$21,533	\$27,256	\$25,240	\$30,908	222	280	17	519		
39-0000 Personal Care and Service Occupations	2,827	3,174	347	12.3%	\$20,138	\$27,631	\$21,805	\$30,061	185	226	35	446		
41-0000 Sales and Related Occupations	11,641	11,586	-55	-0.5%	\$21,893	\$36,109	\$26,673	\$39,804	603	938	-6	1,535		
43-0000 Office and Administrative Support Occupations	14,281	13,784	-497	-3.5%	\$25,493	\$34,714	\$31,653	\$39,761	655	862	-50	1,467		
45-0000 Farming, Fishing, and Forestry Occupations	1,855	1,774	-81	-4.4%	\$25,326	\$33,734	\$31,346	\$38,241	75	206	-8	273		
47-0000 Construction and Extraction Occupations	4,457	4,783	326	7.3%	\$32,428	\$44,302	\$39,500	\$52,236	138	315	33	486		
49-0000 Installation, Maintenance, and Repair Occupations	5,246	5,669	423	8.1%	\$30,774	\$46,407	\$43,018	\$56,820	167	345	42	554		
51-0000 Production Occupations	14,566	14,635	69	0.5%	\$27,288	\$36,418	\$33,691	\$42,809	565	1,048	7	1,620		
53-0000 Transportation and Material Moving Occupations	14,349	16,714	2,365	16.5%	\$25,836	\$35,713	\$32,503	\$43,565	692	1,188	236	2,116		

Please see Notes tab for further explanation of data.

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Long-Term Occupational Projections for Southwest Region

Top Job Outlook by Now, Next, and Later Categories

Outlook defined by Career Grades which consider openings, growth rate, and wages

NOW Top Job Outlook - Southwest

NOW jobs typically require high school education or less and short-term training

Grade	Occupation Title	Annual Openings	Average Annual Wage
B	Fast Food and Counter Workers	779	\$22,681
B	Retail Salespersons	482	\$27,566
B+	Home Health and Personal Care Aides	463	\$24,470
B	Laborers and Freight, Stock, and Material Movers, Hand	440	\$30,274
B+	Stockers and Order Fillers	303	\$27,575
B	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	299	\$27,181
B	Waiters and Waitresses	242	\$22,613
B	Customer Service Representatives	221	\$32,139
A	Industrial Truck and Tractor Operators	199	\$35,601
A	Light Truck or Delivery Services Drivers	141	\$30,232
B	Meat, Poultry, and Fish Cutters and Trimmers	125	\$32,658
B+	Construction Laborers	114	\$38,013
B	Landscaping and Groundskeeping Workers	109	\$27,066
B+	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	103	\$29,917
B	Packers and Packagers, Hand	99	\$28,453
B+	Driver/Sales Workers	62	\$34,351
B	Nonfarm Animal Caretakers	42	\$22,136
B	Amusement and Recreation Attendants	35	\$26,828
B	Hotel, Motel, and Resort Desk Clerks	31	\$23,092
B	Dining Room and Cafeteria Attendants and Bartender Helpers	24	\$22,374

NEXT Top Job Outlook - Southwest

NEXT jobs typically require moderate/long-term training or experience or education beyond high school

Grade	Occupation Title	Annual Openings	Average Annual Wage
A+	Heavy and Tractor-Trailer Truck Drivers	590	\$44,944
A	Cooks, Restaurant	254	\$24,955
B	Food Batchmakers	191	\$33,350
A	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	153	\$57,478
B+	Maintenance and Repair Workers, General	151	\$38,066
B	First-Line Supervisors of Retail Sales Workers	124	\$41,413
A	First-Line Supervisors of Production and Operating Workers	109	\$54,290
B	Teaching Assistants, Except Postsecondary	105	\$23,596
B	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	94	\$33,407
A	Fitness Trainers and Aerobics Instructors	91	\$28,014
B+	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	87	\$57,998
B	Automotive Service Technicians and Mechanics	84	\$40,673
B	Hairdressers, Hairstylists, and Cosmetologists	78	\$25,466
B	Welders, Cutters, Solderers, and Brazers	76	\$37,331
A	FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor	68	\$50,799
B	Medical Assistants	61	\$30,158
B+	Bus and Truck Mechanics and Diesel Engine Specialists	49	\$49,109
B+	Electricians	48	\$45,505
B	Machinists	46	\$42,551
B	Operating Engineers and Other Construction Equipment Operators	45	\$49,309

LATER Top Job Outlook - Southwest

LATER jobs typically require a Bachelor's degree or higher education

Grade	Occupation Title	Annual Openings	Average Annual Wage
A+	General and Operations Managers	211	\$75,239
B+	Registered Nurses	172	\$49,610
B+	Secondary School Teachers, Except Special and Career/Technical Education	121	\$41,278
B+	Elementary School Teachers, Except Special Education	93	\$46,046

B+	Substitute Teachers, Short-Term	81	\$27,071
B+	Accountants and Auditors	67	\$63,658
B+	Coaches and Scouts	44	\$34,440
B	Middle School Teachers, Except Special and Career/Technical Education	43	\$47,926
A+	Software Developers and Software Quality Assurance Analysts and Testers	38	\$93,002
B	Human Resources Specialists	34	\$55,828
B	Project Management Specialists and Business Operations Specialists, All Other	34	\$67,269
A+	Medical and Health Services Managers	31	\$163,972
B	Educational, Guidance, School, and Vocational Counselors	31	\$47,215
B+	Management Analysts	29	\$70,956
B+	Market Research Analysts and Marketing Specialists	29	\$49,024
B+	Education Administrators, Elementary and Secondary School	23	\$81,032
B	Kindergarten Teachers, Except Special Education	21	\$49,542
A+	Nurse Practitioners	19	\$101,641
A	Financial Managers	18	\$117,005
A	Industrial Engineers	18	\$82,453

Source: 2020-2030 Long-Term Occupational Projections, Missouri Economic Research and Information Center

Please see Notes tab for additional details

Long-Term Occupational Projections for Southwest Region

Top Job Openings by Now, Next, and Later Categories

Openings based on job growth as well as replacement needs due to exits or transfers

NOW Top Job Openings - Southwest

NOW jobs typically require high school education or less and short-term training

Grade	Occupation Title	Annual Openings	Average Annual Wage
B	Fast Food and Counter Workers	779	\$22,681
B	Retail Salespersons	482	\$27,566
C	Cashiers	465	\$23,256
B+	Home Health and Personal Care Aides	463	\$24,470
B	Laborers and Freight, Stock, and Material Movers, Hand	440	\$30,274
B+	Stockers and Order Fillers	303	\$27,575
B	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	299	\$27,181
C+	Office Clerks, General	255	\$29,972
B	Waiters and Waitresses	242	\$22,613
B	Customer Service Representatives	221	\$32,139
A	Industrial Truck and Tractor Operators	199	\$35,601
C+	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	146	\$30,129
A	Light Truck or Delivery Services Drivers	141	\$30,232
B	Meat, Poultry, and Fish Cutters and Trimmers	125	\$32,658
C+	Farmworkers, Farm, Ranch, and Aquacultural Animals	124	\$32,269
B+	Construction Laborers	114	\$38,013
C+	Childcare Workers	112	\$23,768
B	Landscaping and Groundskeeping Workers	109	\$27,066
B+	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	103	\$29,917
C+	Cooks, Institution and Cafeteria	101	\$23,649

NEXT Top Job Openings - Southwest

NEXT jobs typically require moderate/long-term training or experience or education beyond high school

Grade	Occupation Title	Annual Openings	Average Annual Wage
A+	Heavy and Tractor-Trailer Truck Drivers	590	\$44,944
A	Cooks, Restaurant	254	\$24,955
B	Food Batchmakers	191	\$33,350
A	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	153	\$57,478
B+	Maintenance and Repair Workers, General	151	\$38,066
C+	Miscellaneous Assemblers and Fabricators	140	\$31,185
B	First-Line Supervisors of Retail Sales Workers	124	\$41,413
C+	Packaging and Filling Machine Operators and Tenders	113	\$34,832
A	First-Line Supervisors of Production and Operating Workers	109	\$54,290
B	Teaching Assistants, Except Postsecondary	105	\$23,596
C+	Bookkeeping, Accounting, and Auditing Clerks	99	\$33,754
B	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	94	\$33,407
A	Fitness Trainers and Aerobics Instructors	91	\$28,014
B+	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	87	\$57,998
B	Automotive Service Technicians and Mechanics	84	\$40,673
B	Hairdressers, Hairstylists, and Cosmetologists	78	\$25,466
B	Welders, Cutters, Solderers, and Brazers	76	\$37,331
A	FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor	68	\$50,799
B	Medical Assistants	61	\$30,158
C	Inspectors, Testers, Sorters, Samplers, and Weighers	58	\$38,930

LATER Top Job Openings - Southwest

LATER jobs typically require a Bachelor's degree or higher education

Grade	Occupation Title	Annual Openings	Average Annual Wage
A+	General and Operations Managers	211	\$75,239
B+	Registered Nurses	172	\$49,610
B+	Secondary School Teachers, Except Special and Career/Technical Education	121	\$41,278
B+	Elementary School Teachers, Except Special Education	93	\$46,046

B+	Substitute Teachers, Short-Term	81	\$27,071
B+	Accountants and Auditors	67	\$63,658
B+	Coaches and Scouts	44	\$34,440
B	Middle School Teachers, Except Special and Career/Technical Education	43	\$47,926
A+	Software Developers and Software Quality Assurance Analysts and Testers	38	\$93,002
B	Human Resources Specialists	34	\$55,828
B	Project Management Specialists and Business Operations Specialists, All Other	34	\$67,269
A+	Medical and Health Services Managers	31	\$163,972
B	Educational, Guidance, School, and Vocational Counselors	31	\$47,215
C+	Child, Family, and School Social Workers	30	\$36,211
B+	Management Analysts	29	\$70,956
B+	Market Research Analysts and Marketing Specialists	29	\$49,024
C+	Clinical Laboratory Technologists and Technicians	29	\$48,995
B+	Education Administrators, Elementary and Secondary School	23	\$81,032
C+	Healthcare Social Workers	22	\$43,366
B	Kindergarten Teachers, Except Special Education	21	\$49,542

Source: 2020-2030 Long-Term Occupational Projections, Missouri Economic Research and Information Center

Please see Notes tab for additional details

Long-Term Occupational Projections for Southwest Region

Fastest Growing Occupations by Now, Next, and Later Categories

Fastest growth defined by percent growth from base year to projected year

NOW Fastest Growing Occupations - Southwest

NOW jobs typically require high school education or less and short-term training

Grade	Occupation Title	Percent Growth	Annual Openings	Average Annual Wage
B	Ushers, Lobby Attendants, and Ticket Takers	81.6%	15	\$22,516
A	Industrial Truck and Tractor Operators	38.8%	199	\$35,601
B	Dining Room and Cafeteria Attendants and Bartender Helpers	21.9%	24	\$22,374
B	Nonfarm Animal Caretakers	20.8%	42	\$22,136
B	Amusement and Recreation Attendants	20.6%	35	\$26,828
B+	Driver/Sales Workers	19.8%	62	\$34,351
B	Hotel, Motel, and Resort Desk Clerks	18.6%	31	\$23,092
A	Light Truck or Delivery Services Drivers	18.1%	141	\$30,232
B+	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	16.6%	103	\$29,917
B+	Home Health and Personal Care Aides	15.6%	463	\$24,470
C+	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	14.8%	24	\$21,285
C+	Refuse and Recyclable Material Collectors	14.6%	8	\$26,570
B	Cargo and Freight Agents	12.6%	11	\$51,965
B	Waiters and Waitresses	12.6%	242	\$22,613
B+	Construction Laborers	11.0%	114	\$38,013
B+	Stockers and Order Fillers	10.6%	303	\$27,575
B	Fast Food and Counter Workers	8.9%	779	\$22,681
C	Conveyor Operators and Tenders	8.3%	7	\$31,266
B	Landscaping and Groundskeeping Workers	6.9%	109	\$27,066
B	Laborers and Freight, Stock, and Material Movers, Hand	6.0%	440	\$30,274

NEXT Fastest Growing Occupations - Southwest

NEXT jobs typically require moderate/long-term training or experience or education beyond high school

Grade	Occupation Title	Percent Growth	Annual Openings	Average Annual Wage
A	Cooks, Restaurant	40.7%	254	\$24,955
A	Transportation, Storage, and Distribution Managers	33.3%	11	\$86,030
A	Fitness Trainers and Aerobics Instructors	25.9%	91	\$28,014
B	Self-Enrichment Education Teachers	24.6%	10	\$39,373
A+	Heavy and Tractor-Trailer Truck Drivers	24.1%	590	\$44,944
B+	Industrial Machinery Mechanics	21.2%	39	\$52,807
B	Respiratory Therapists	20.2%	8	\$52,486
A	FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor	19.4%	68	\$50,799
B	Veterinary Technologists and Technicians	19.1%	10	\$31,827
B	Mobile Heavy Equipment Mechanics, Except Engines	17.2%	22	\$45,734
B+	Bus and Truck Mechanics and Diesel Engine Specialists	16.2%	49	\$49,109
B	First-Line Supervisors of Personal Service & Entertainment and Recreation Workers, Exc Gambling Services	15.5%	14	\$40,993
C+	Cabinetmakers and Bench Carpenters	15.2%	12	\$35,004
B	Hairdressers, Hairstylists, and Cosmetologists	15.1%	78	\$25,466
B	Paralegals and Legal Assistants	15.0%	23	\$39,462
B	Physical Therapist Assistants	14.6%	7	\$53,063
B+	Septic Tank Servicers and Sewer Pipe Cleaners	13.5%	9	\$69,202
B+	Electricians	12.7%	48	\$45,505
C+	Farm Equipment Mechanics and Service Technicians	12.5%	10	\$39,786
B	Dispatchers, Except Police, Fire, and Ambulance	12.3%	17	\$49,143

LATER Fastest Growing Occupations - Southwest

LATER jobs typically require a Bachelor's degree or higher education

Grade	Occupation Title	Percent Growth	Annual Openings	Average Annual Wage
A	Logisticians	57.4%	9	\$75,038
A+	Nurse Practitioners	39.3%	19	\$101,641
A+	Software Developers and Software Quality Assurance Analysts and Testers	25.7%	38	\$93,002
B+	Coaches and Scouts	25.1%	44	\$34,440
A+	Medical and Health Services Managers	24.9%	31	\$163,972
B+	Market Research Analysts and Marketing Specialists	23.6%	29	\$49,024
B+	Speech-Language Pathologists	21.5%	9	\$68,530
B+	Veterinarians	18.7%	6	\$79,451
A	Architectural and Engineering Managers	18.2%	4	\$134,021
A	Industrial Engineers	18.1%	18	\$82,453
A	Computer and Information Systems Managers	17.5%	7	\$123,626

B+	Substitute Teachers, Short-Term	16.0%	81	\$27,071
A	Financial Managers	15.7%	18	\$117,005
B+	Occupational Therapists	13.5%	4	\$81,536
B+	Management Analysts	13.3%	29	\$70,956
B	Educational, Guidance, School, and Vocational Counselors	13.2%	31	\$47,215
B	Special Education Teachers, Middle School	13.2%	3	\$50,654
A	Human Resources Managers	13.0%	5	\$113,365
B	Kindergarten Teachers, Except Special Education	12.9%	21	\$49,542
B+	Secondary School Teachers, Except Special and Career/Technical Education	12.4%	121	\$41,278

Source: 2020-2030 Long-Term Occupational Projections, Missouri Economic Research and Information Center

Please see Notes tab for additional details

All Occupation Information

Occupation	Grade	N_N_L	SOC Code	Title	2020			2020-2030			2020 Wages			Annual Openings			Education, Experience, and Training			ACT Workkeys Assessment Levels						
					Estimated Employment	Projected Employment	Net Change	Percent Change	Entry	Mean	Median	Experienced	Exits	Transfers	Growth	Total	Typical Education Required	Typical Experience Required	Typical Job Training	Applied Math	Workplace Documents	Graphic Literacy	STEM	STEM Core or Related		
00-0000 Total, All Occupations					118,132	125,382	7,250	6.1%	\$42,230	\$40,699	\$32,969	\$47,369	5,383	8,258	725	14,466										
B- LATER 11-0000 Management Occupations	B+	6,612	418	6.8%	\$49,351	\$88,715	\$76,037	\$107,945	200	333	42	575					Bachelor's degree	5 years or more	None	4	5	5	6	4	5	
B- LATER 11-1011 Chief Executives	C	174	159	-15	-8.6%	\$56,629	\$125,515	\$107,484	\$161,963	4	7	-2	9					Bachelor's degree	5 years or more	None	3	5	3	5	4	5
D- LATER 11-1031 Legislators	A	2,275	2,407	232	10.7%	\$40,946	\$75,239	\$62,057	\$93,085	46	142	23	211					Bachelor's degree	Less than 5 years	None	3	5	4	6	4	5
B+ LATER 11-2021 Marketing Managers	B+	42	42	0	0.0%	\$19,671	\$26,049	\$19,742	\$28,220	1	2	0	3					Bachelor's degree	5 years or more	None	7	7	5	5	5	5
B+ LATER 11-2022 Sales Managers	B+	126	134	8	6.4%	\$109,411	\$133,243	\$133,351	\$161,203	3	8	1	12					Bachelor's degree	Less than 5 years	None	4	4	5	5	4	5
B+ LATER 11-2030 Public Relations and Fundraising Managers	B+	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	4	5	5	5	4	5	
A- LATER 11-3011 Administrative and Service Facilities Managers	A	80	87	5	6.1%	\$65,602	\$88,348	\$86,644	\$103,988	2	4	0	6					Bachelor's degree	5 years or more	None	3	5	4	5	4	4
A- LATER 11-3031 Financial Managers	A	198	229	31	15.7%	\$59,179	\$104,005	\$85,310	\$141,319	4	11	3	18					Bachelor's degree	5 years or more	None	4	5	3	5	4	4
B+ LATER 11-3051 Industrial Production Managers	B+	215	227	12	5.6%	\$88,379	\$121,259	\$109,559	\$120,733	4	10	1	15					Bachelor's degree	5 years or more	None	3	4	4	5	4	4
B- LATER 11-3061 Purchasing Managers	B-	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	4	5	4	4	4	4	
A- NEXT 11-3071 Transportation, Storage, and Distribution Managers	A	99	132	33	33.3%	\$70,321	\$86,093	\$82,044	\$101,126	2	6	3	11					High school diploma or equivalent	5 years or more	None	3	4	3	4	3	4
A- LATER 11-3111 Compensation and Benefits Managers	A	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	4	5	5	5	4	4	
A- LATER 11-3121 Human Resources Managers	A	46	52	6	13.0%	\$71,575	\$113,386	\$97,431	\$128,348	1	3	1	5					Bachelor's degree	5 years or more	None	3	5	4	5	4	4
A- LATER 11-3131 Training and Development Managers	A	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	4	4	5	5	4	4	
B- NEXT 11-9013 Farmers, Ranchers, and Other Agricultural Managers	B	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	5 years or more	None	4	6	5	5	4	5	
A- LATER 11-9031 Construction Managers	A	141	157	16	11.4%	\$58,516	\$76,965	\$73,232	\$80,767	3	8	2	13					Bachelor's degree	5 years or more	None	4	5	4	4	4	4
B+ LATER 11-9032 Education Administrators; Preschool and Childcare Center/Program	B+	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Moderate-term-on-the-job training	4	5	3	6	3	5	5	5	
B+ LATER 11-9033 Education Administrators, Postsecondary	B+	45	50	5	11.1%	\$62,384	\$92,607	\$76,953	\$101,777	1	2	0	3					Bachelor's degree	Less than 5 years	None	4	4	5	5	4	4
B- LATER 11-9034 Education Administrators, All Other	B-	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	5	5	5	5	5	5	
B- LATER 11-9041 Architectural and Engineering Managers	B-	33	39	6	18.2%	\$109,478	\$134,021	\$133,319	\$158,230	1	2	1	4					Bachelor's degree	Less than 5 years	None	3	4	4	4	4	4
B- LATER 11-9051 Food Service Managers	B-	218	239	21	9.6%	\$36,062	\$56,244	\$58,094	\$65,716	7	18	2	27					High school diploma or equivalent	Less than 5 years	None	3	3	4	4	3	4
C+ NEXT 11-9081 Lodging Managers	C+	53	59	6	11.3%	\$33,690	\$43,579	\$38,052	\$46,268	2	4	1	7					High school diploma or equivalent	Less than 5 years	None	3	5	3	4	5	5
A+ LATER 11-9111 Medical and Health Services Managers	A+	277	346	69	24.9%	\$78,936	\$163,972	\$113,234	n/a	8	16	7	31					Bachelor's degree	Less than 5 years	None	3	4	3	4	4	4
B- LATER 11-9121 Natural Sciences Managers	B-	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	5 years or more	None	4	6	5	5	4	5	
C+ NEXT 11-9131 Postmasters and Mail Substation Managers	C+	149	152	3	2.0%	\$30,863	\$58,765	\$59,671	\$47,284	6	6	0	12					High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	4	3	4	4	4
C+ LATER 11-9141 Postal Service Managers	C+	62	65	3	4.8%	\$42,158	\$57,062	\$51,426	\$58,463	2	3	0	9					Bachelor's degree	Less than 5 years	None	3	4	4	5	4	4
C+ LATER 11-9151 Social Community Service Managers	C+	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	5 years or more	None	3	4	4	4	4	4	
D- LATER 11-9161 Emergency Management Directors	D-	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Associate degree	Less than 5 years	None	3	4	4	4	4	4	
C+ NEXT 11-9171 Funeral Home Managers	C+	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	None	3	5	3	6	3	5	
B+ LATER 11-9198 Personal Service Managers; Entertainment & Recreation Managers,	B+	108	115	7	6.5%	\$50,741	\$92,497	\$90,736	\$122,990	3	6	1	10					Bachelor's degree	Less than 5 years	None	3	4	4	5	3	4
13-0000 Business and Financial Operations Occupations		3,536	3,778	242	6.8%	\$39,755	\$60,501	\$56,262	\$76,256	100	218	24	342					Bachelor's degree	Less than 5 years	None	4	5	3	5	3	4
B+ LATER 13-1011 Agents and Business Managers of Artists, Performers, and Athletes	B+	1,650	1,611	101	10.8%	\$44,140	\$69,009	\$62,842	\$88,842	32	78	16	126					Bachelor's degree	Less than 5 years	Moderate-term-on-the-job training	5	5	3	5	3	4
C- LATER 13-1020 Buyers and Purchasing Agents	C-	202	193	-9	-4.5%	\$43,008	\$58,276	\$55,070	\$69,188	7	13	1														

B+	LATER	25-1126 Philosophy and Religion Teachers, Postsecondary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Doctoral or professional degree	None	None	5	5	7	7	5	6	
B	LATER	25-1127 Vocational Education Teachers, Postsecondary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Doctoral or professional degree	None	None	5	5	7	7	5	6	
C+	LATER	25-1194 Postsecondary Teachers, Postsecondary	53	56	3	5.7%	340,254	404,991	332,324	503,696	2	2	4	Bachelor's degree	None	None	3	4	7	7	5	6	
A	NEXT	25-2011 Preschool Teachers, Except Special Education	58	63	5	8.6%	530,010	36,426	535,485	541,130	2	4	0	6	Associate degree	None	None	4	4	3	4	4	5
B	LATER	25-2012 Kindergarten Teachers, Except Special Education	179	202	23	12.9%	541,694	549,542	546,609	551,564	8	11	2	21	Bachelor's degree	None	None	4	4	5	6	4	5
B+	LATER	25-2021 Elementary School Teachers, Except Special Education	1,067	1,194	127	11.9%	36,449	546,044	542,581	550,435	35	45	13	93	Bachelor's degree	None	None	4	4	5	6	4	5
B	LATER	25-2022 Middle School Teachers, Except Special and Career/Technical Education	508	558	58	11.6%	504,587	547,926	546,251	552,508	16	21	6	43	Bachelor's degree	None	None	4	4	5	6	4	5
C+	LATER	25-2023 Career/Technical Education Teachers, Middle School	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	None	4	4	5	6	4	5	
B+	LATER	25-2031 Secondary School Teachers, Except Special and Career/Technical Ed	1,446	1,625	179	12.4%	535,120	541,276	539,979	547,359	41	62	18	121	Bachelor's degree	None	None	4	4	5	6	4	5
C+	LATER	25-2032 Career/Technical Education Teachers, Secondary School	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	None	3	3	5	6	4	5	
C	LATER	25-2033 Vocational Education Teachers, Postsecondary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	5	6	4	5	
B	LATER	25-2052 Special Education Teachers, Kindergarten and Elementary School	109	122	13	11.9%	538,571	549,925	546,294	557,223	4	5	1	10	Bachelor's degree	None	None	4	4	5	6	4	5
B+	LATER	25-2057 Special Education Teachers, Middle School	38	43	5	13.2%	536,290	550,654	541,161	562,683	1	2	0	3	Bachelor's degree	None	None	4	4	5	6	4	5
C+	LATER	25-2058 Special Education Teachers, Secondary School	148	165	17	11.5%	538,854	540,500	544,681	551,865	5	6	2	13	Bachelor's degree	None	None	4	4	5	6	4	5
B	LATER	25-2059 Special Education Teachers, All Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	5	6	4	5	
D	LATER	25-3011 Adult Basic and Secondary Education and Literacy Teachers and Instructors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	5	6	4	5	
B	NEXT	25-3021 Self-Employed Education Teachers	65	81	16	24.6%	533,455	539,373	541,388	547,087	4	4	2	10	High school diploma or equivalent	Less than 5 years	None	4	4	4	4	4	5
B+	LATER	25-3031 Substitute Teachers, Short-Term	58	680	94	16.0%	521,192	527,071	524,381	529,607	38	34	9	81	Bachelor's degree	None	None	4	4	5	6	4	5
C	LATER	25-3097 Teachers and Instructors, All Other, Except Substitute Teachers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	5	6	4	5	
C	LATER	25-4012 Curators	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	4	5	4	5	
B	LATER	25-4013 Museum Technicians and Conservators	n/a	n/a	152	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	4	4	5	6	4	5	
B+	LATER	25-4022 Librarians and Media Collections Specialists	105	116	11	10.5%	504,276	549,946	549,150	558,830	5	5	1	11	Master's degree	None	None	8	8	8	10	8	8
D	NEXT	25-4031 Library Technicians	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Postsecondary non-degree award	None	None	3	4	3	4	3	4	
B	LATER	25-5031 Instructional Coordinators	35	39	4	11.4%	548,323	559,870	558,238	572,168	2	2	0	4	Master's degree	5 years or more	None	3	3	5	6	3	4
C	LATER	25-9044 Teaching Assistants, Postsecondary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	5	7	7	5	6	5	
B	NEXT	25-9045 Teaching Assistants, Except Postsecondary	975	1,084	101	11.2%	519,676	523,596	520,218	525,150	46	48	11	105	Some college, no degree	None	None	3	4	3	4	3	3
C+	LATER	25-9099 Education, Training, and Library Workers, All Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	3	4	4	4	4	4	

C	LATER	27-1011 Art Directors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	3	4	4	5	5	5	
C	NEXT	27-1012 Craft Artists	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No formal educational credential	None	Long-term-on-the-job training	4	4	3	3	5	5	
C	LATER	27-1013 Fine Artists, Including Painters, Sculptors, and Illustrators	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	Long-term-on-the-job training	4	4	5	5	5	5	
C	NEXT	27-1019 Artists and Related Workers, All Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No formal educational credential	None	Long-term-on-the-job training	3	4	3	4	4	4	
F	NEXT	27-1021 Commercial and Industrial Designers	56	40	-16	-28.6%	502,051	524,559	522,927	528,574	2	3	-2	3	High school diploma or equivalent	Moderate-term-on-the-job training	3	3	3	4	3	4	
D	LATER	27-1024 Graphic Designers	150	147	-3	-2.0%	522,557	531,494	528,385	536,352	4	9	0	13	Bachelor's degree	None	None	3	4	3	4	4	4
D	LATER	27-1025 Interior Designers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	None	None	6	6	4	5	5	6	
C	LATER	27-1026 Landscaping and Window Trimmers	118	124	6	5.1%	525,588	522,782	528,834	534,383	4	7	1	12	High school diploma or equivalent	None	Short-term-on-the-job training	3	3	3	4	3	4
C+	LATER	27-2012 Manufacturing Directors	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	None	3	4	3	4	3	4	
D	NEXT	27-2022 Coaches and Scouts	247	309	62	25.1%	519,854	534,440	522,895	538,518	16	22	6	44	Bachelor's degree	Moderate-term-on-the-job training	3	4	4	5	4	5	
D	NEXT	27-2023 Umpires, Referees, and Other Sports Officials	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	None	High school diploma or equivalent	5 years or more	None	3	3	3	4	
A	LATER	27-2041 Music Directors and Composers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	None	3	3	3	4	3	4	
C+	NEXT	27-2042 Musicians and Singers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No formal educational credential	None	Long-term-on-the-job training	3						

C+	NEXT	41-2011	Cashiers	2,763	2,579	-184	-6.7%	\$20,286	\$23,256	\$22,390	\$24,893	227	256	-18	465	No formal educational credential	Less than 5 years	None	3	5	4	5	4	4			
C	NEXT	41-2021	Customer Service Representatives, Including Answering Service	225	220	-5	0.4%	\$20,286	\$23,256	\$22,390	\$24,893	227	256	-18	465	No formal educational credential	Less than 5 years	Short-term-on-the-job training	3	3	3	3	3	3			
C+	NEXT	41-2022	Porters, Bellhops, and Baggage Handlers	408	453	25	5.8%	\$23,114	\$32,951	\$26,372	\$35,554	19	34	2	55	No formal educational credential	Less than 5 years	Moderate-term-on-the-job training	4	5	3	3	4	4			
B	NOW	41-2031	Sales Representatives	3,502	3,487	-15	-0.4%	\$20,932	\$27,566	\$26,175	\$29,907	195	289	-2	482	No formal educational credential	Less than 5 years	Short-term-on-the-job training	3	3	3	3	3	3			
D	NEXT	41-3011	Advertising Sales Agents	n/a	n/a	n/a	n/a	\$20,260	\$32,897	\$23,946	\$45,429	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	3	3	3	4	3			
C+	NEXT	41-3021	Insurance Sales Agents	372	390	18	4.8%	\$33,073	\$51,718	\$45,774	\$52,679	13	21	2	36	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	4	5	5	5	5			
B	LATER	41-3031	Securities, Commodities, and Financial Services Sales Agents	182	187	5	2.8%	\$38,220	\$62,171	\$46,935	\$60,945	4	12	0	16	Bachelor's degree	Less than 5 years	Moderate-term-on-the-job training	4	4	4	4	4	4			
C+	NEXT	41-3041	Travel Agents	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	4	4	4	5	4	4			
A	NEXT	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Fin	1,157	1,293	136	11.8%	\$34,805	\$57,478	\$48,787	\$67,813	31	108	14	153	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	5	4	5	4	4			
B+	LATER	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Professional	82	89	7	8.5%	\$45,175	\$90,708	\$61,001	\$118,659	2	6	1	9	Bachelor's degree	Less than 5 years	Moderate-term-on-the-job training	3	4	4	4	4	4			
B+	NOW	41-4011	Demonstrators, Wholesale and Manufacturing, Except Technical and Professional	818	865	47	5.8%	\$37,800	\$57,998	\$51,178	\$71,606	25	57	5	87	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	5	3	4	4	4			
D	NOW	41-4011	Demonstrators and Product Promoters	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No formal educational credential	Less than 5 years	Short-term-on-the-job training	4	4	3	3	4	4			
C	NEXT	41-9021	Real Estate Brokers	159	203	4	2.0%	\$10,055	\$43,241	\$10,280	\$50,935	8	9	0	17	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	5	3	4			
B+	NEXT	41-9022	Real Estate Sales Agents	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Bachelor's degree	Less than 5 years	Moderate-term-on-the-job training	3	4	3	5	4	4			
C+	NEXT	41-9031	Sales Engineers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No formal educational credential	Less than 5 years	Short-term-on-the-job training	6	6	4	4	4	4			
F	NOW	41-9041	Telemarketers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	3	3	4	3	4			
C	NOW	41-9099	Sales and Related Workers, All Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	None	3	3	3	3	3	4			
43-0000 Office and Administrative Support Occupations										14,281	13,784	-497	-3.5%	\$25,499	\$34,714	\$31,653	\$39,761	655	862	-50	1,467	Core					
B	NEXT	43-1011	First-Line Supervisors of Office and Administrative Support Workers	n/a	n/a	n/a	n/a	\$36,896	\$51,472	\$48,104	\$64,274	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	4	3	4			
F	NOW	43-1011	First-Line Supervisors, Including Answering Service	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	4	3	4			
F	NOW	43-1021	Telephone Operators	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	4	3	4			
C	NEXT	43-3011	Bill and Account Collectors	n/a	n/a	n/a	n/a	\$37,595	\$46,193	\$45,930	\$55,304	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	3	4	4	4	4			
C+	NEXT	43-3023	Billing and Posting Clerks	285	282	-3	-1.1%	\$26,700	\$31,810	\$33,098	\$38,625	12	17	0	29	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	4	3	4	3	4			
D	NEXT	43-3031	Bookkeeping, Accounting, and Auditing Clerks	956	920	-36	-3.8%	\$27,099	\$33,754	\$23,857	\$39,793	55	48	-4	99	Some college, no degree	Less than 5 years	Moderate-term-on-the-job training	3	4	3	4	3	4			
D	NEXT	43-3051	Payroll and Timekeeping Clerks	82	76	-6	-7.3%	\$35,244	\$42,767	\$41,467	\$49,804	4	4	-1	7	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	4	4	3	4	4	4			
D	NEXT	43-3061	Procurement Clerks	40	36	-4	-10.0%	\$33,567	\$37,957	\$38,741	\$44,114	1	2	0	3	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	3	4	4	3	3			
D	NOW	43-3071	Tellers	361	287	-74	-20.5%	\$23,815	\$28,614	\$28,303	\$33,126	13	20	-7	26	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	3	3	4	3	4			
C+	NEXT	43-3091	Financial Clerks, All Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	4	3	4			
D	NEXT	43-4011	Brokerage Clerks	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	4	4	4	4	4			
C	NEXT	43-4013	Customer Relations and License Clerks	307	306	-1	-1.0%	\$28,708	\$38,041	\$36,989	\$46,892	15	30	0	36	High school diploma or equivalent	Less than 5 years	Long-term-on-the-job training	3	3	4	4	3	4			
C	NEXT	43-4041	Credit Authorizers, Checkers, and Clerks	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Moderate-term-on-the-job training	3	4	4	4	4	4					
B	NEXT	43-4051	Customer Service Representatives	1,695	1,745	50	3.0%	\$26,574	\$32,139	\$30,374	\$36,701	81	135	5	221	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	4	3	4	3	4			
C	NEXT	43-4061	Eligibility Interviewers, Government Programs	116	116	0	0.0%	\$27,974	\$32,460	\$30,773	\$34,509	4	6	0	10	High school diploma or equivalent	Less than 5 years	Moderate-term-on-the-job training	3	4	3	5	4	4			
F	NOW	43-4071	File Clerks	35	30	-5	-14.3%	\$23,278	\$28,657	\$26,967	\$33,668	2	2	0	4	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	4	4	3	3	4	4			
B	NOW	43-4081	Hotel, Motel, and Resort Desk Clerks	155	185	29	18.6%	\$20,064	\$23,093	\$22,272	\$24,555	10	18	3	31	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	3	3	4	3	4			
C	NEXT	43-4111	Interviewers, Except Eligibility and Loan	n/a	n/a	n/a	n/a	\$27,154	\$33,376	\$31,666	\$38,715	n/a	n/a	n/a	n/a	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	3	3	4	3	4			
D	NOW	43-4121	Library Assistants, Clerical	51	51	0	0.0%	\$23,915	\$23,300	\$21,084	\$24,764	4	3	0	7	High school diploma or equivalent	Less than 5 years	Short-term-on-the-job training	3	3							

Notes

1. n/a = Data suppressed due to confidentiality or lack of statistically significant data.
2. Net Employment Change (Column G) is the difference in the number of jobs between the base and projected years.
3. Percent employment change (Column H) indicates how fast employment is expected to increase or decrease during the projection period.
4. Annual Exit Openings (Column M) are an estimate of the annual number of jobs that will arise from the need to replace workers who have left the workforce entirely.
5. Annual Transfer Openings (Column N) are an estimate of the annual number of jobs that will arise from the need to replace workers who have transferred to a different occupation.
6. Annual Growth Openings (Column O) are the annual numeric change in employment.
7. Annual Total Openings (Column P) are the sum of exit, transfer, and growth openings.

Occupation Grade

The occupation grades, or "career grades", are based on a combination of total job openings, percent growth, and the average wages of an occupation. Occupations with the letter grade "A+" have the best outlook, while occupations with the letter grade "F" have the worst outlook. Grades in each region are determined by comparing only the occupations within that region.

STEM

Refers to Science, Technology, Engineering, and Math occupations. "Core" occupations are those that strictly use STEM skills. "Related" occupations are those that use related STEM skills.

N_N_L: "Now, Next, Later"

Now: Typically requires short-term on-the-job training, little to no experience, and/or a high school diploma

Next: Typically requires non-degree certificate, associate's degree, apprenticeship, some experience, or moderate- to long-term training

Later: Typically requires a bachelor's degree or higher

ACT WorkKeys Assessments

ACT WorkKeys® assessments measure foundational skills required for success in the workplace, and help measure the workplace skills that can affect job performance. Scores are provided for three different categories: Applied Math, Workplace Documents, and Graphic Literacy. Each assessment offers varying levels of difficulty. The levels build on each other, incorporating the skills assessed at the previous levels. For example, at Level 5, individuals need the skills from Levels 3, 4, and 5. The minimum and median score required for each occupation is shown, if available. For more information about WorkKeys skills, please visit the following website:

<https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html>